

## **Important Announcement Re Additions and Improvements to Our Leadership Team**

As we celebrate our 40<sup>th</sup> anniversary, it is important to reflect on what has made IRI successful, while taking steps to strengthen our organization for further growth and success. We've built a great organization and culture where employees can grow and prosper and, as a firm, created a solid reputation for unparalleled service to our clients.

Our future growth and success will require additional infrastructure to support our strategic objectives. To that end, we are excited to announce the following new additions and improvements to our leadership team.

- Effective December 1, 2019, Jay Kuhns joins our team as Vice President of Business Development. Jay has over 20 years of extensive experience in healthcare, strategy and business development. He was also a prior client who understands the value of our services and is already known to some of you. He will bring high energy and structure into our business development function and will play an integral part in ensuring we have focused leadership and a steady flow of business for years to come.
- Effective January 6, 2020, Leslie Toth will join IRI as our new Human Resources Director. Leslie has a proven track record in human resources spanning two decades. She has a wide range of experience in healthcare, has supported organizations with multiple locations, and is used to working in a virtual environment. She also worked as a traveling HR consultant, which provides her with unique insight and understanding into the successes and challenges we face in a consulting organization. Leslie is based in Detroit.
- Effective December 1, 2019, Scott Purvis will become a Managing Director (Partner) along with Nick, Paul and Phillip. He will bring additional support for our leadership team to help us oversee projects, improve operations, and create new business opportunities.
- Effective December 1, 2019, Jo Zamora will serve as our interim COO on a part-time basis. For a period of six months, Jo will help our leadership team ensure our organizational goals align with our practices, standards, culture and values, and will also assist with the onboarding and development of Jay Kuhns, Leslie Toth, and Scott Purvis to ensure they are successful in their new roles. As IRI looks to add future acquisitions, Jo will also assist with their successful integration into IRI.

A special thanks to all those involved in helping to further build out our infrastructure and those who have worked to recruit and select some excellent candidates! Please provide an IRI welcome and positive support for Jay, Leslie, Scott and Jo as they come on board to help assist our amazing team at IRI.

Thanks,

Bob Long